

2022-2023 Local School Plan for Improvement (LSPI)

School: Lilburn Elementary School

Principal: Mike Bender

Accountability and flexibility are hallmarks of Gwinnett County Public Schools' success. Key to that success is ensuring that each school community understands the progress being made by its schools, as well as what plans will drive improvement. Each school creates a collaborative Local School Plan for Improvement (LSPI) to increase student achievement results, with targeted goals based on the four strategic priorities within the district's Blueprint for the Future: Empathy, Equity, Effectiveness, and Excellence. All schools across the district will focus on goals **2A- Multi-tiered Systems of Support and 2B- Opportunity and Access**. However, schools are required to select one goal from each of the other strategic priorities for the 2022-2023 school year. LSPI goals are dynamic, like our schools, and are updated to reflect changes that occur in schools. Multiple data points are used to determine areas needing improvement and to identify specific, measurable, annual objectives. Key Performance Indicators (KPIs) are the way we will measure success for each goal. Schools then determine how to use research-based strategies to achieve these goals, using flexibility as needed. The LSPI development process involves teachers, parents, students, and community members, so the entire school community has the opportunity to be involved in conversations about school improvement.

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
Empathy 1B: Staff and student wellbeing	Lilburn Elementary school strives to promote student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning. Survey data reflect a need for additional	<ol style="list-style-type: none"> 1. Counselors will create and meet with small groups of students to support them with SEL needs 2. We will continue to implement PBIS at the highest level of state recognition 	<ul style="list-style-type: none"> • Percent of students responding positively to the following student wellbeing EES Student Survey items: I enjoy coming to this school Baseline: 46% Target: 50% Most students are respectful of others at this school Baseline: 28% Target: 32% I often see the principal or administrators around the school talking to students Baseline: 27% Target: 31%

2022-2023 Local School Plan for Improvement (LSPI)

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	<p>staff training in the area of SEL.</p> <p>It is important that staff wellbeing be taken into consideration as we operate throughout the school year.</p>	<ol style="list-style-type: none"> 3. We will promote calm down corners in each classroom to support students who need time away from the whole group. 4. We will conduct emotional wellness screeners for students. 5. We are constructing a wellness room for our teachers and staff 6. We will host family workshops to ensure all stakeholders understand how family support and engagement contribute to the behaviors, 	<p style="text-align: center;">Staff Survey:</p> <p>Staff at all levels are treated fairly here. Baseline 75% Target: 80%</p> <p>My principal/administrator cares about me as a person. Baseline 85% Target: 87%</p>
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		<p>attendance and academic success of students</p> <p>7. Counselors will use a variety of data to identify students who require behavioral, attendance, and social-emotional support. They will also provide SEL training for staff so they are better equipped to support students of diverse backgrounds.</p> <p>8. We are building planning day schedules that best meet the needs of our teachers and staff, being mindful of the need for</p>	
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2022-2023 Local School Plan for Improvement (LSPI)

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		individual planning time.	
<p>Equity 2A: Multi-tiered system of supports</p>	<p>Lilburn Elementary School will implement a comprehensive framework to fully operationalize a multi-tiered system of supports to address academic and non-academic student needs and remove barriers to success.</p>	<ol style="list-style-type: none"> 1. To address students' non-academic needs, we are hosting an after-school program free of charge to families. The program focuses on the whole child and provides activities for students each day until 6:00 pm. 2. We are developing an MTSS team to address multiple dimensions of student needs throughout the school. The team will meet regularly to review individual student concerns and 	<ul style="list-style-type: none"> • Percent of 3rd -5th graders reading on or above grade level as measured by the Georgia Milestones Assessment. 3rd grade Baseline: 62% Target: 65% 4th grade Baseline: 48% Target: 52% 5th grade Baseline: 56% Target: 59% • Percentage of students scoring in the Beginning level on the Math Georgia Milestones: Grade 3: Baseline SY 21-22: 29% Target Goal SY 22-23: 25% Grade 4: Baseline SY 21-22: 25% Target Goal SY 22-23: 23% Grade 5: Baseline SY 21-22: 43% Target Goal SY 22-23: 39% • Percent students who are universally screened in Math and ELA using iReady Target: 95% • Percent of students who are universally screened in wellbeing Target: 95%

2022-2023 Local School Plan for Improvement (LSPI)

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		<p>whole-school programmatic opportunities.</p> <ol style="list-style-type: none">3. We will continue to implement PBIS at the highest level of state recognition.4. We will conduct academic and wellbeing screeners.5. Our Parent Outreach Liaison will provide workshops for families to support student needs in school and at home.6. We will provide ongoing training for co-teaching teaching pairs7. Our counselors will address	<ul style="list-style-type: none">• Lilburn Elementary will maintain high levels of PBIS implementation. Current Level and Target Level: Distinguished
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2022-2023 Local School Plan for Improvement (LSPI)

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		<p>attendance needs of identified students.</p> <p>8. We will provide check-in/check-out for students to support their emotional needs.</p> <p>9. We have redesigned our intervention block to better meet the academic needs of all students.</p> <p>10. We will continue to implement Academic Parent Teacher Teams where parents will learn how to support their students' academic achievement at school.</p> <p>11. We will provide additional</p>	
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		<p>extended learning time to identified students needing academic support.</p> <p>12. A CQI model will be implemented where students will receive reading intervention.</p>	
<p>Equity 2B: Opportunity and access</p>	<p>Lilburn Elementary School will expand student opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum, advanced coursework and enrichment activities (e.g., the arts, gifted, STEM.).</p>	<ol style="list-style-type: none"> 1. We are seeking to expand our Play2Learn program from one class per week to two classes per week, growing by up to 20 additional families. 2. We will provide Nearpod lessons as behavior interventions for students with the goal of decreasing need for ISS and OSS. 	<ul style="list-style-type: none"> • Decrease in the number of students who receive ISS and OSS during the 2022-2023 school year Baseline ISS: 11 Target: 10 Baseline OSS: 26 Target: 15 • We will increase the percentage of students in our school who are identified as Gifted learners. Baseline: 5% Target: 7%

2022-2023 Local School Plan for Improvement (LSPI)

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		<ol style="list-style-type: none">3. We are providing Computer Science and STEM for all students through specials.4. We will seek to increase our ESOL-endorsed teachers during the school year by participating in the Meadowcreek Cluster Endorsement Cohort.5. Our Parent Outreach Liaison will provide workshops for families to support student needs in school and at home.6. Our school has volunteered to participate in the	
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2022-2023 Local School Plan for Improvement (LSPI)

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		<p style="text-align: center;">EL Education Literacy pilot</p> <p>7. We will conduct three APTT nights throughout the year</p>	
<p>Effectiveness 3B: Talent management</p>	<p>At LES, we will provide the professional development teachers need that is relevant to their work.</p> <p>Lilburn Elementary School will work to transform human resources function into a strategic talent management organization that supports educators and staff to achieve district goals.</p>	<ol style="list-style-type: none"> 1. Counselors will provide ongoing training to all staff related to SEL and being able to support students with SEL needs. Staff has requested this training. 2. The principal will meet with the leadership team once a month with the specific purpose of asking for feedback related to processes and procedures in the school. 	<ul style="list-style-type: none"> • Percent of staff responding positively to the following EES Staff Survey items • I receive training on instruction to support social emotional learning Baseline: 59% Target: 70% • When there is a problem in my school, we talk about how to solve it Baseline: 68% Target: 73% • There is a willingness to address conflict in this school. Baseline: 70% Target: 74%

2022-2023 Local School Plan for Improvement (LSPI)

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		<ol style="list-style-type: none">3. Through increased administrator presence in classrooms, teachers will receive specific, just-in-time feedback related to their practice.4. We will support new teachers through mentoring and our New Teacher Induction program.5. We will provide intensive, 1-1 coaching support to teachers who demonstrate a need for such support.6. Parents will be encouraged to access and use instructional	
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2022-2023 Local School Plan for Improvement (LSPI)

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		<p>technology to engage students in learning at home and to become informed about students' academic success through the Parent Portal.</p> <p>7. We will provide staff with opportunities to engage in various learning environments to increase student achievement</p> <p>8. Teachers will receive ongoing feedback on student achievement and the effectiveness of their instruction through observations and walk-throughs.</p>	
<p>Excellence 4C: World-class communications and engagement</p>	<p>At LES, we will promote and encourage more</p>	<p>1. We will host non-academic and academic</p>	<ul style="list-style-type: none"> • Through the use of analytic tools such as Meta business Suite and Blackboard analytics, we will measure quantitative trends in reach, organic and

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	<p>two-way engagement between home and school.</p>	<p>events at the school to encourage engagement among our families and community.</p> <ol style="list-style-type: none"> 2. Our parent center will host workshops to support family needs in the community. 3. We will host interns from cluster high schools. 4. We will expand our presence on social media by more frequently posting our activities and events. 5. We will create and distribute a monthly 	<p>boosted post content engagement, demographic summaries of people who like and follow the content, and message counts. This will be a baseline year.</p> <ul style="list-style-type: none"> • Number of families participating in the annual EES Family Survey Baseline: 151 Target: 170 • The school communicates effectively with my family. Baseline: 95% Target: 96%
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		<p>newsletter to our community.</p> <p>6. The principal will work to personally meet each new family that enrolls at Lilburn Elementary School.</p> <p>7. Parents will be able to request support by using our social media sites' two-way messaging system to ask questions and get answers in their preferred languages.</p> <p>8. The school's social media sites will be used to communicate information about instructional initiatives, share academic</p>	
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2022-2023 Local School Plan for Improvement (LSPI)

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		<p>resources, grow community engagement, and establish an alternative multilingual communication method for parents.</p> <p>9. Our community and business partners will be invited to become active partners in planning for increased student outcomes, school improvement, safety, and supporting the school's purpose and direction.</p>	
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